



DOC budget remains uncertain

By Bob Anez
 Communications
 Director

The 2007 Montana Legislature adjourned April 27, leaving the Department of Corrections and other state agencies in a budgetary limbo.

Lawmakers will return sometime in May to try doing what they were unable to accomplish during the 90-day session: Adopt a two-year budget for all of state government.

Until then, all departments will have to wait to see what spending levels are approved for the fiscal years beginning July 1.

The corrections budget, as it stood when the Legislature adjourned, contained \$353 million for the next two years. That is about \$1.3 million more than requested by Gov. Brian Schweitzer at the start of the session. But it does not include \$1.6 million needed to cover the cost of housing

more sex offenders in prison due to a new law passed in the final week of the session. *(See related story on Page 18.)*

The budget is based on an assumption that the total offender population will grow by 6.25 percent annually. That is less than the department's pre-session estimate of 7.5 percent, but more than the 4 percent

growth chosen by the House as it acted on the budget.

The budget bill contained funding to cover increased payments to the regional prisons required under a calculation mandated by the 2005 Legislature. It also provided a comparable increase in the per-diem rate for Crossroads Correctional Center.

But what the final corrections budget will look like is uncertain until the special session is complete. Legislators will have to find compromise between how much to

spend on government programs and services and how much money to use for tax relief.

The department's budget, like those of other state agencies, took a long route through the legislative process.

After weeks of public hearings on the budget proposed by Schweitzer, the House killed the bill containing that spending plan and created eight bills in its place.

The House moved the department's budget, originally in House Bill 2, into a new bill with budgets from the Crime Control Division, Justice Department, Department of Labor and Industry, and Department of Military Affairs. But the Senate Finance and Claims Committee melded the corrections budget into yet another bill, combining it with all other executive branch agencies.

The bill passed by the House contained about \$30 million less for the department than was requested in the governor's budget.

David Ewer, budget director for Schweitzer, blasted the House-passed measure as "woefully inadequate" in the hearing before the Senate Finance and Claims Committee.



Rhonda Schaffer, left, administrator of the Administrative and Financial Services Division; and Kara Sperle, Budget and Program Planning Bureau Chief, double-check calculations during the legislative debate on the department's budget.

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Budget

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Republican supporters of the bill based it on an artificially low growth rate for the offender population and that can be a dangerous move, he told senators. "When we don't adequately fund the Department of Corrections, we see the results of having to deal with people who break the law."

Ewer urged the committee to provide the department with the resources necessary to protect citizens from felons.

"Governor Schweitzer's budget is not in denial about the growth of offenders," he said. "We try to have an open eye about issues such as this and fund it. We need to fund public safety at an adequate level ... to protect Montanans."

"If there ever was a core mission for society, it is the right to protect itself from felony offenders," he added.

Department Director Mike Ferriter said the bill was deficient because, among other things, it failed to fund 229 beds that already have offenders in them.

Rep. Bill Beck, a Whitefish Republican and sponsor of the bill, was questioned about the proposal's assumption of a 4 percent annual growth rate in 2007, 2008 and 2009. He acknowledged it was a "ballpark figure" chosen by the House GOP leadership without any statistical analysis.

Beck said the committee could choose whatever estimate it wants. "What number do you want me to pull out of the air?" he asked.

The Senate restored much of what the House had cut from the budget, but settled on a projected increase of 6.25 percent in the offender population as part of an effort to strike a compromise with the level of funding approved by the House.

Ferriter acknowledged growth in the prison population appears to have slowed during the latter half of 2006, but told the Finance and Claims Committee that he is reluctant to use that as a predictor of what will come during the next 2½ years.

"I cannot go out on a line for the state of Montana and say we do not have to expand our secure beds," he said. "It would not be a good public safety decision."

In addition to the budget, the Legislature did not pass the long-range building bill that contained funding for three projects at Montana State Prison.

Legislature approves three of four DOC bills

Three of the four Department of Corrections bills proposed in the 2007 Legislature passed before adjournment April 27.

House Bill 83 changed the standard for granting an inmate a medical parole. Under the measure, an inmate will be eligible for parole if he or she has a medical condition requiring extensive attention and is likely to die within six months. Also, the state Board of Pardons and Parole must consider whether the person's release would be a detriment to society. The bill, sponsored by Rep. Cindy Hiner, D-Deer Lodge, passed the House 95-2 and the Senate, 50-0.

Senate Bill 50, sponsored by Sen. Steve Gallus, prohibits sexual contact between a probation and parole officer and any offender on community supervision. The bill states that a person under supervision cannot give consent to have sexual contact with an officer and, therefore, any such contact is criminal. This is similar to a law related to incarcerated offenders. The bill passed the Senate unanimously and was approved by the House, 98-1.

Senate Bill 146 revised the Juvenile Delinquency Intervention Program (JDIP). Sponsored by Sen. Jim Shockley, R-Victor, the bill passed the Senate unanimously and the House, 87-11.

The House Appropriations Committee rejected the fourth department proposal to create a new program for treating mentally ill offenders in a more appropriate setting at Warm Springs. Legislators expressed concern about the cost of the program. It had passed the Senate, 40-10.



Attorney Brenda Elias, left, and Julie Buchman, administrative assistant in the Youth Services Division, display awards they received for their daily efforts to keep department staff updated on legislative proceedings during the 2007 session. Director Mike Ferriter, center, presented the awards.

Youth re-entry successes

**By Michelle Verbance
Juvenile Parole Officer II**

EDITOR'S NOTE: The juvenile re-entry program has been operating in Montana since 2003 and has provided services to 415 youth in that time. Here are stories about two of those youth from the Missoula area.

Nate, who was just barely 16 years old, was paroled from Pine Hills a couple of years ago into one of our first guide home foster placements. Nate stated he did not want to return home because of illegal drug availability, negative peer pressures and family conflicts. With the maturity of Nate's reasoning, the re-entry process began and a guide home was identified within 60 miles of Nate's hometown.

The pre-placement team meeting included a guide home case manager, foster parents, biological family members, chemical dependency counselor, school counselor, family therapist, mentor, parish nurse, aftercare coordinator, parole officer and Nate. Such a group would be daunting to an adult and I imagine that Nate had misgivings initially.

While on parole, Nate successfully completed the guide-home program, chemical-dependency treatment, individual and family therapy, and his freshman and sophomore years at Frenchtown High School. He adjusted very well to the new school, and teachers and other school staff members consistently praised his accomplishments. When Nate was 17½ years old, he still had two full years of high school remaining to graduate.

The school gave him the option of earning a general education development (GED) certificate and then going on to college. With the support and understanding of team members, Nate began the GED program at the Adult Learning Center in Missoula. Nate never missed a day of classes and was rewarded with a scholarship to cover the cost of his GED testing. Nate passed the exam on his first attempt. He went on to successfully complete a six-week college transi-

Nate never missed a day of classes and was rewarded with a scholarship to cover the cost of his GED testing.

tion program.

The three juvenile parole officers in Missoula took turns giving Nate rides from Missoula to Frenchtown every day after his classes to ensure he made it to his job at a local convenience store where he earned money to pay a substantial portion of his court-ordered restitution.

The parole officer requested a tuition waiver for Nate to attend the Missoula College of Technology and take courses in diesel mechanics. The state Board of Regents granted the waiver and Nate began college in January 2007. He also works full time for a Missoula collection agency.

The community team and his family supported Nate through his years on parole. His sister and brother-in-law sacrificed by renting a larger house so their three children and Nate would have a place to live when he made the transition out of the guide-home program.

The large attendance at Nate's graduation party attested to his charismatic personality and his having touched many lives in a positive way. He continues to keep in touch with the entire team even though he completed his department supervision.

Another youth, Joe, was in the re-entry program for only six months. He appeared to be overwhelmed with the sheer number of team members who were there to help ensure his success in the Missoula community. Joe appeared to be very angry; his eyes were full of rage and his facial expres-

Joe attributes his success to the community team members believing in him and always encouraging him to make healthy choices.

sions reflected annoyance. I did not predict success.

Much to my amazement, Joe stuck it out. His guide-home parent found Joe his dream job at an auto mechanics shop where the boss gave him raises for earning his GED certificate, getting his driver's license and attending a welding course at the expense of the shop. His boss takes him to lunch every day.

Joe has adjusted very well to the Missoula community and wants to stay here after he turns 18 in a few months. He has saved over \$2,000 to live on his own. His chemical-dependency counselor, case manager, guide-home parents, mentor, GED staff, and his employer all rave about Joe's commitment to his program and his success.

During one of our parole meetings, Joe assured me that my first impression was right on target. He had every intention of running and also acknowledged he had been very angry. Joe attributes his success to the community team members believing in him and always encouraging

Daily population report provides vital data for department policy

It's about the numbers.

Every day, five employees in the classification unit at Montana State Prison have a priority: They must collect the numbers that tell the story of the Montana Department of Corrections.

By phone call, fax and e-mail, the numbers roll into their office and by the end of the day the staff produces a report that counts every offender in Montana's correctional facilities and programs across the state. This is how department officials keep track of thousands of offenders and it is upon this record that policy is shaped and built.

"It's the first thing I look at each morning," said Mike Ferriter, department director. "It is a roadmap of the

Successes

FROM Page 3

him to make healthy choices. Through the past six months, the anger in Joe's eyes disappeared. I have no doubt that the biggest contributor to Joe's success has been his employer. It's amazing to watch Joe's facial expressions now when his boss talks about Joe's good work performance and work ethic. This employer shows compassion and believes in Joe's ability to be successful.

After obtaining his GED certificate, Joe attended graduation ceremonies and his smile radiated pride in his achievement.

The amazing community support team offers encouragement, appropriate praise and confidence that these youth can change and repeated assurances that we will be there for the duration to ensure they become productive members of society with healthy lifestyles.



Four of the employees responsible for the daily offender population counts are, left to right, Barb Bequette, Lena Leland, Teyrl Rouse and Christine Slaughter.

department. It shows movement and trends – what programs are full and which ones have room. This is how we measure what's going on throughout the system."

Ferriter considers the daily population report one of the most crucial tools that administrators have as they struggle to manage a system of more than 12,000 offenders.

But, while many people take for granted this document's daily, few know how it is pieced together.

Roxanne Wigert, a classification specialist at the state prison and one of those responsible for the report, said the staff understands how critical a tool it is.

"It's important because a lot of people look at that," she said. "It shows you what your needs are."

The daily report compiles numbers of state offenders from the two state prisons, two regional prisons, the private prison at Shelby, the Missoula Assessment and Sanction Center and county jails. It counts those in Sanction, Treatment, Assessment, Revoca-

tion and Transition (START) center, Treasure State Correctional Training Center, DUI treatment programs in Warm Springs and Glendive, the Pine Hills and Riverside youth correctional facilities and Youth Transition Center.

It tallies the number of offenders in the intensive supervision and enhanced supervision programs, the prerelease centers, Connections Corrections drug treatment centers, the new Passages program in Billings, and the Montana Chemical Dependency Center.

The report also includes monthly counts from juvenile parole, adult probation and parole, and interstate probation and parole.

The three-page document shows the existing population of facilities and, in some instances, compares that with the operational capacity of the program. It notes who reported the numbers and what time of day the information was supplied.

Wigert said the daily report was launched in 1993. For its first year, the report was compiled by an inmate. But the process produced sporadic results, Wigert said. "Some called in and some didn't."

The product improved dramatically



Wigert

DOC legal unit

Workload eases for attorneys

The litigation workload for the Legal Services Bureau in the Department of Corrections legal unit has declined significantly during the past five years, especially among cases challenging reasons for incarceration and claiming civil rights violations.

New statistics through 2006 show that the total number of active cases has dropped by slightly more than half since 2001, from a high of 272 to 129.

Diana Koch, chief legal counsel, said the most noteworthy categories involved in that decline are habeas corpus and civil rights claims. Habeas corpus is the legal term applied to instances where inmates claim to be illegally locked up. Inmates can file a habeas corpus petition and the court will inquire into the reason for the incarceration.

Those cases peaked at 165 in 2001 and decreased to just 30 last year. Koch said the most common complaint in these cases is that a sentence has been calculated incorrectly and the inmate claims he or she is being held beyond the allowed time.

Part of the reason for the large number of habeas corpus cases a few years ago was confusion over concurrent and

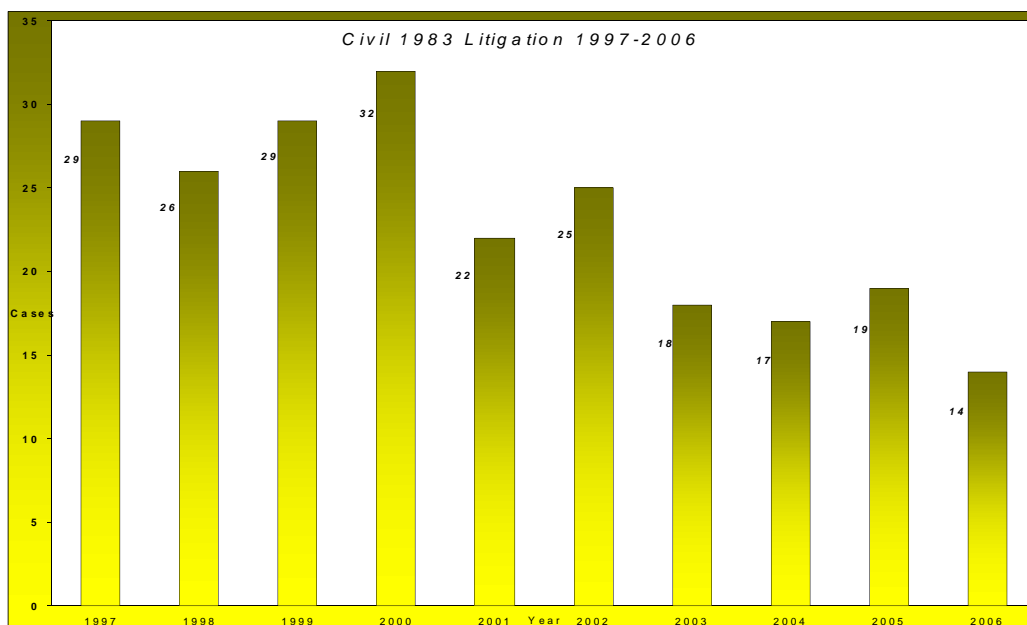
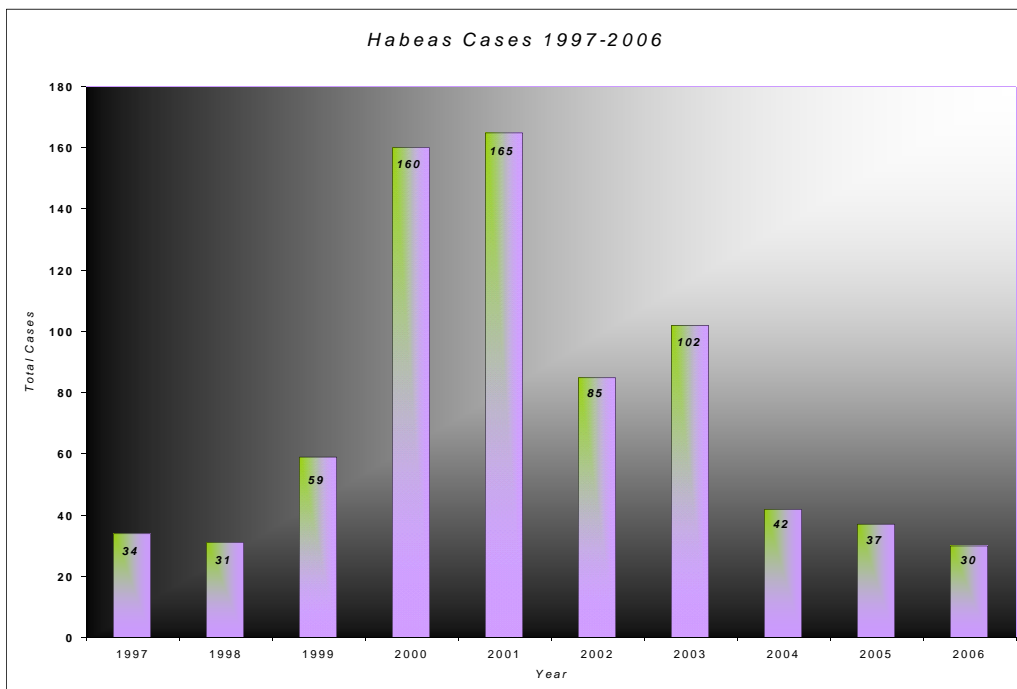
consecutive sentences and the application of "good time," which was a practice of taking time off a sentence in return for an inmate's good behavior while in prison, Koch said.

Many cases were prompted by Supreme Court rulings that said the state had calculated sentences wrong and the process needed to be done differently, she said. So corrections officials developed a uniform sentence calculation method that was easily explainable to inmates and judges, she added.

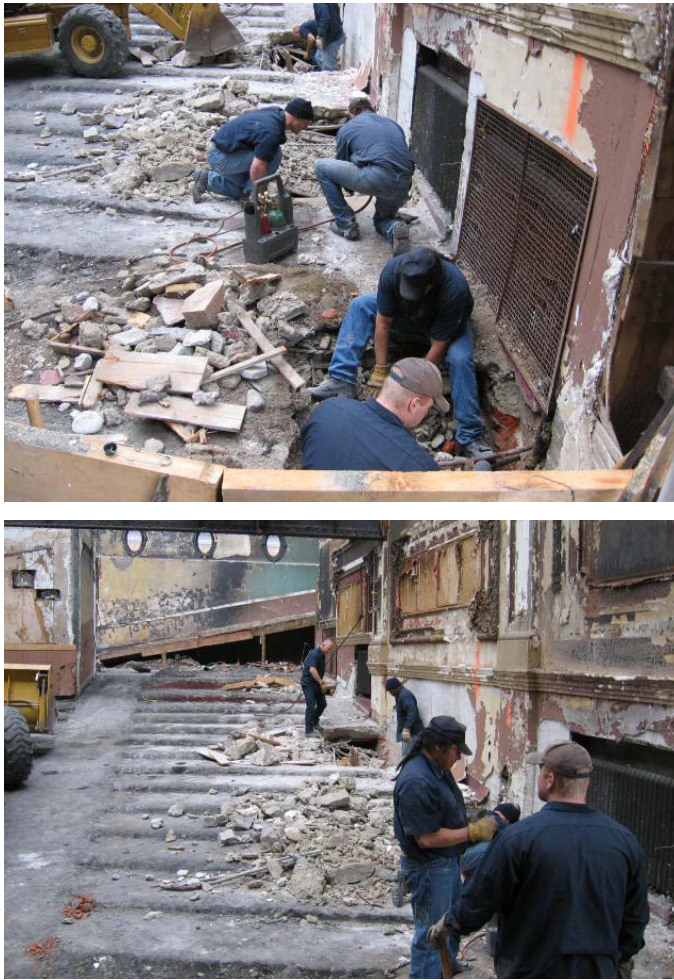
"This was a gargantuan effort by the legal unit and the records department at Montana State Prison," Koch said. "They (inmates and courts) finally are trusting that process."

Civil rights cases dropped from a high of 32 in 2000 to 14 last year, a decline of 56 percent. Koch attributed the change to "the level of work done by the legal unit" and noted that the staff increased from three to five in that time.

She also said the Prison Litigation Reform Act of 1996 tightened the complaint process and



Members of the Montana Correctional Enterprises fire crew work on cleaning up the burned-out shell of the Rialto Theater in Deer Lodge. It is one of many community service projects the crew undertakes.



Inmate crew helps clean gutted Rialto

Six Montana State Prison inmates recently spent time in the Deer Lodge movie theater. Or what's left of it.

The group, all members of the Montana Correctional Enterprises fire crew, helped clear debris from the gutted shell of the landmark Rialto Theater in downtown Deer Lodge. The building was all but destroyed from a Nov. 4 fire.

The inmates scooped up buckets of soggy ashes, and removed burned carpet, damaged plaster and wall coverings in preparation for a \$3.4 million restoration project that began in early April.

"This is just one of a number of community service projects the fire crew has done in recent years," supervisor Tom Gillibrand told the Montana Standard newspaper.

The crew had a busy 2006 fire season, spending 70 days in the field. During the off season, they help with community projects, such as cleaning the Deer Lodge softball fields, painting the fairground's grandstand, and raking leaves at a park and planting greenery in Anaconda. Last year, the crew gathered firewood for distribution by Human Resource Development Councils.

From April to September, the crew will maintain the inmate cemetery and in June the members will undergo training in helicopters and the use of chain saws in firefighting.

The state Department of Natural Resources and Conservation compensates the Department of Corrections for the crew when on fire assignment.



Population

FROM Page 4

when the responsibility shifted to the classification unit. Wigert and four database technicians – Teyrl Rouse, Lena Leland, Barb Bequette and Christine Slaughter – field the calls, faxes and e-mails that trickle in throughout the day. They gradually add to the report as the information arrives.

However, when some program or facility fails to offer their numbers for the day, the technicians start calling for the information. Sometimes tracking down a person with the numbers is difficult, particularly when a key staffer is sick or on vacation.

The final product is usually ready to be posted on the department's Web site by 5 p.m.

(<http://www.cor.mt.gov/Resources/statistics.asp>)

"It's the one thing that has to be done every day," Wigert said.

In addition to collecting the numbers, the classification staff checks them for accuracy by comparing the counts to the offender movement data. All this is only part of their regular duties and probably requires about two hours out of the day for the staff.

Wigert said the information technology department is developing a new report format in which the daily census can be provided by the programs and facilities directly through an Internet link. That new system should be operating by the middle of this year, she said.

Glendive prison launches training program for dogs

The Dawson County regional prison is the third correctional facility in Montana to operate a dog-training program. The Glendive prison joins the Montana Women's Prison at Billings and Crossroads Correctional Center in Shelby in the dog-training business.

The project, launched in early March with two puppies, is a partnership between Dawson County and Canine Companions for Independence, a national nonprofit organization that provides highly trained assistance dogs for people with disabilities.

The organization will breed the dogs and ship some of the puppies to the prison where they will be part of a 12- to 18-month socialization and training program before being returned to Canine Companions for a nine-month course of advanced training.

Each inmate screened and approved for participation in the program will be assigned a dog that will be his responsibility. With an inmate assistant to help, each trainer will be responsible for the grooming, feeding and socializing of his puppy.

Prison dog programs are developing throughout this and other countries, and they are credited with helping to create a sense of calm in prison settings. The dogs also are seen as a bridge between inmates and correctional officers while providing inmates with a means of giving something back to the community by filling a need of disabled people.

These programs have proven to help inmates learn important skills such as responsibility, patience, tolerance and how to develop relationships that are based on mutual kindness and trust. All these attributes are considered critical to inmates as they return to communities.

The inmates will pay all costs of the program, including shipping costs from California, dog food and veterinarian bills.

Officers at the prison, including Alex Glover, developed the program. Local trainer Nancy Lane will lend her expertise by monitoring the training progress and help trainers deal with any problems that arise.

Montana Women's Prison started its dog-training program in April 2004 and Crossroads launched its program a year ago.



Message From the Director

Mike Ferriter

While the 2007 Legislature is not yet complete and lawmakers will be returning for a special session to pass a new state budget, we learned plenty during the 90-day regular session.

Perhaps most importantly, we found much support for corrections among legislators. Members of the joint subcommittee responsible for reviewing our budget complimented the department for its innovative programs aimed at diverting offenders from prison and reducing recidivism. Reps. Ray Hawk, Cindy Hiner and Bill Beck, and Sens. Steve Gallus, Trudi Schmidt and Keith Bales deserve our thanks for the hard work and long hours they devoted to our budget.

We heard no criticism from legislators about the direction we are going in putting more emphasis on community corrections or our goal of managing 80 percent of the offender population outside of prison.

But we also learned that legislators have expectations of us.

Sen. Bales probably summed it up best when he discussed the department's efforts to launch programs designed to reduce the overall number of offenders under department supervision. "I hope the department programs bear fruit," he said in suggesting a lower level of funding to reflect the potential benefits of our efforts.

His point is well-taken. We have received strong support from previous legislatures for new programs and expanded programs, such as additional prerelease center beds, operation of the Treasure State Correctional Training Center, the Juvenile Delinquency Intervention Program, felony DUI and meth treatment, the START revocation center and additional probation and parole officers. And now, legislators rightfully are anxiously looking for these efforts to produce results.

I feel we're already seeing that as we come closer to keeping only a fifth of offenders in prison and slowing the need for more secure beds. But more remains to be done. Although our recidivism rate is far below the national average, we'd like to see it even lower. We'll be watching closely the success rate of the new meth treatment centers in Boulder

COLUMN, Page 21

Prison workers aid crash victims

Five Montana State Prison employees played the role of good Samaritans when they encountered a one-vehicle crash on their way to work March 19.

The five workers -- Sherri Chatriand, Dave Garcia, Irl Lambertson, Mike McCaughey and Dan Parish -- were car-pooling to the prison and came across an overturned vehicle about three-fourths of a mile west of Warm Springs.

The group saw two women standing on the highway shoulder. They said no one was inside the vehicle. But when the prison staffers began looking around, they spotted a woman on the ground about 100 feet from the vehicle. McCaughey ran to the woman and reported, "She is still alive."

The employees covered the woman with a blanket and Garcia urged McCaughey to talk to her in a calm,

reassuring voice. Chatriand dialed 911 dispatch and provided all the information, while Lambertson, Parish and Garcia searched a wide area for any other possible victims.

The woman on the ground appeared in shock and was unconscious, but breathing on her own. The employees monitored her progress while waiting for emergency medical help to arrive.

A few minutes later, Christine McGuire, a nurse practitioner from the prison, and Nancy Sharkey, a new employee and an emergency medical technician, showed up and tended to the woman. They helped open her airway and stabilize her. Police from Anaconda arrived, followed by an ambulance.

Attorneys

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the state began seeing the benefit from that after 2000. Federal judges are scrutinizing these complaints more carefully, Koch said.

A third factor was a decrease in cases claiming rights violations in medical care provided at the prison following the department's compliance with settlement of a lawsuit over adequacy of prison medical care, Koch said. "We're not seeing delays in medical and dental treatment," which were among the accusations leveled in the suits.

In addition, she said, the department provides additional assistance to inmates in preparing legal claims so they do not have to rely on jailhouse lawyers that tend to encourage the filing of more frivolous complaints.

Habeas corpus and civil rights cases accounted for a third of all litigation handled by the legal unit during 2006.

The number of human rights cases also has declined, from 20 in 2000 to seven last year.

"With our decreased litigation caseload, the DOC attorneys can now be more proactive and help change practices that would have caused lawsuits before," Koch said. "We are able to maintain a higher level of service now."

One attorney is assigned on a rotating basis to be on-site at Montana State Prison, and all the attorneys are working closely with the department's divisions to provide timely general legal advice and training on legal issues.

Correctional Officer Week, Communications Fair on tap

May 14-20 is national Correctional Officer Week and will be marked at Montana State Prison with a barbecue for officers and the annual Communications Fair. Those two events will be held on Tuesday, May 15.

Food will be served during all three shifts at the prison and the Communications Fair will be staged in the large classroom of the administration building. The fair will feature games, prizes, give-aways, information, and displays by about 30 department divisions and outside vendors.

Among the companies, organizations and department offices that will have booths at the fair are: state Board of Pardons and Parole, Adult Community Corrections Division, Contract Placement Bureau, Costco, department recruiter, Fairmont Hot Springs, Administrative and Finance Services Division, the prison dental and education departments, Montana Correctional Enterprises food service, Human Resources Division, prison infirmary, department Legal Services Bureau, Rocky Mountain Credit Union, Treasure State Correctional Training Center, warden's office and staff, Wells Fargo bank, Weight Watchers, New York Life, and MEA-MFT.

The fair will begin at 10 a.m. and continue until 3 a.m. on May 16.

The prison's Communication Committee is considering changing the date for the annual event and those attending are encouraged to vote for their preference.

Burden honored on retirement as boot camp superintendent



ABOVE: Left to right: Burden, Ron Alsbury, chief of the Probation and Parole Bureau; and Kelly Speer, corrections manager in the Adult Community Corrections Division
UPPER RIGHT: The retirement cake captures Burden's love of kayaking.

RIGHT: Burden and wife, Sheri

BELOW: Burden and Pam Bunke, administrator of the Adult Community Corrections Division

BELOW RIGHT: Left to right, Joe Fink, senior drill instructor; Burden; and Tony Heaton, assistant superintendent and Burden's successor (Photos by Karen Vaughn and Sally Highlander)



See related story on Page 10.



Heaton takes over at Treasure State

Tony Heaton, who has been correctional manager at Treasure State Correctional Training Center, has assumed the job of superintendent of the boot camp. He replaces Dan Burden, who retired at the end of March.

Heaton first arrived at the Deer Lodge facility in 1998 as a drill instructor, a year after graduating from the University of Montana with a bachelor's degree in sociology. He left the following year to work as a probation and parole officer in Missoula, specializing in managing a sex offender caseload.

Heaton, 38, returned to the boot camp in 2003, this time as correctional manager. In this capacity, he was second in charge behind Burden and oversaw all treatment programs.

He said he applied for the superintendent's job because he has come to love the boot camp program and wants to contribute to its future. Heaton foresees few changes for the program and believes its 60-bed capacity is the right size for the kind of intensive treatment it provides.

Burden was a good teacher by including Heaton in all aspects of the program and setting an example of how to be a good leader, the new superintendent said.

The Deer Lodge native is an ardent fan of UM football and measures his milestones in his life according to those of the Grizzly program. He began work at the boot camp the same year UM won the I-AA national title and returned to the facility the year kicker Chris Snyder broke the UM single-season scoring record with a 124 points.

Heaton commemorates his fanaticism by filling his office with Grizzly paraphernalia.



Heaton

Veteran corrections employee dies at 53

Rob Schroder, who worked for the Department of Corrections for about 19 years, died March 24 after a short battle with an aggressive form of cancer. He was 53.

Schroder, who lived in Deer Lodge, began his corrections career in 1976 as a correctional officer at Montana State Prison. He spent about nine years in logging and road construction during the 1980s and worked for the Deer Lodge School district for a couple of years in the mid-90s. In corrections, he was a correctional officer, hearings officer, parole officer and institutional parole officer during his career.

A native of Los Angeles, Schroder moved to Montana in 1973. He married Julie Bauman on July 18, 1981, and they had five children. Schroder was a member of the Assembly of God church and coached Babe Ruth Baseball for several years when his sons were young.

He was known as an unselfish man with integrity, loyalty and dedication to his family. Beyond his family, his passions were sports, guns and model airplanes. His greatest joy was watching his children grow and sharing the stories of their lives with anyone who would listen.

Schroder is survived by his widow; sons Dane and Steven; daughter Brooke Bauman and her son Kaden; father Sven of Bellingham, Wash.; sister Rene; brother Richard (Brenda); niece Traci; nephews Andrew, Corey (Loryn), Gabriel, Bret, Jacob and Vincent; sisters-in-law Susan Whittingham, Cynthia Mullins, Anngie Bauman; and brother-in-law Timothy Bauman.

Schroder was preceded in death by his mother, Tove; three infant children; his wife's parents, Eugene and Elsie Bauman; brother Randolph; and nephew Chad.

Did You Know?

For the convenience of staff with access to the DOC Intranet, the Department has created a Web page containing internal phone directories:

<http://mycor.cor.mt.gov/PhoneListings.asp>

Questions or comments? Contact Ted Ward at tward@mt.gov

Ore caps 18-year career



Director Mike Ferriter presents Winnie Ore with a Montana-shaped plaque bearing a badge, a bison skull and an engraving of the old territorial prison.

By Bob Anez
Communications Director

The trainer just couldn't stop training.

Winnie Ore ended her nearly 18-year career in corrections by giving some departing advice to Department of Corrections employees she had been advising for most of those years.

Always be true to your word.

Use words to build people.

Don't take things personally.

Don't make assumptions.

And always do your best.

With those bits of wisdom, the chief of the Staff Development and Training Bureau retired to a new career as independent correctional consultant.

Director Mike Ferriter credited Ore with helping him decide to take the department's top job last summer. He said he long ago got in the habit of seeking her advice on major decisions.

"You've taught me a lot," he told Ore during a retirement party in early April. "I wouldn't try to lead this agency without bouncing things off her."

"You've impacted a lot of people," Ferriter added. "You've affected our culture. You've always ensured that we do the right things for the right reasons."

Ore said she left with high admiration for the work of the department employees. "I did the easy job; you do the hard work," she said.

During the retirement party, Ore handed out polished stones with the explanation that rocks are forever. She also gave each person her calling card with words to live by: "Life is a great canvas; throw all the paint on it you can."

The card included her phone number and was accompanied by her encouragement for staff to call her should they need help.

A Great Falls native, Ore, 56, began her corrections career in 1989 when a friend suggested she try the field.

"Somebody told me I'd be good there," she recalled.

She joined the staff of what was then called the Mountain View School for girls outside Helena and worked as a cottage life attendant



WINNIE, Page 12



ABOVE: Ore offers some parting advice to DOC employees. **LEFT:** A large crowd of current and former employees turned out to wish Ore well.

Court upholds DOC placement power

The Montana Supreme Court has upheld the Department of Corrections' ability to transfer inmates among the prisons operating in the state.

A unanimous five-judge panel rejected claims of inmates who alleged they have a "liberty interest" in being housed only at Montana State Prison. They had argued that differences in programs and services available at the regional and private prisons violated their constitutional rights.

The inmates alleged that medical care, education, recreation and exercise, and visitation was so different outside of the state prison that their placement elsewhere amounted to cruel and unusual punishment, deprived them of their right to individual dignity and failed to comply with requirements that punishment be based on the principle of reformation.

The Supreme Court disagreed, saying any differences among the prisons "do not rise to the level of cruel and unusual punishment."

"The record does not reveal evidence from the inmates that any differences in treatment between MSP and the regional and private prisons creates a serious deprivation in their treatment or has created conditions that are unnecessary and wanton," Justice Jim Rice wrote for the court.

The court also cited its 2003 ruling in another case that concluded an inmate does not have a constitutional right to be imprisoned in any particular correctional facility.

Diana Koch, chief legal counsel for the department, applauded the decision issued in mid-March as crucial to the agency's management of the offender population.

"This reinforces our ability to send inmates to regional and private prisons," she said. "Without that ability to transfer inmates, we lose a lot. We just have to have this flexibility in order to maintain an efficient and orderly correctional system."

Winnie

FROM Page 11

for a year. Then she became life skills coordinator and clinical services staff, where she helped the young girls begin their transition out of the facility.

"I fell in love with the business," Ore said. "I fell in love with the kids. I fell in love with the people who work so tirelessly to make a difference in kids' lives."

Ore remembered arguing for changes in rules governing how the girls were treated and questioning court orders that she believed sent girls to the school for too long. She had worked with The Pacific Institute and obtained training to be a facilitator, so by the time Mountain View closed in 1993, she was doing mostly training.

She transferred to the central office of what was then the Department of Family Services in 1994 and focused on training staff in juvenile corrections and child protective services. A reorganization in 1995 brought her to the De-

partment of Corrections in the position she held until her retirement April 1.

Ore said her work was very fulfilling.

"These people do incredibly hard jobs," she said. "If you do training and coaching to help them do their job better, there's nothing greater you can do."

Ore brought an optimistic philosophy to her work based on a belief in human potential. "Most everyone can change who they are – how they behave – if they are motivated in ways they can respond to," she said. "Each of us can make a tremendous difference and we have a responsibility to do that, to look for ways to become better."

Ore sees a changing corrections system in Montana and she's pleased about its direction.

"The pendulum is swinging back a little bit to the programming approach from the incarceration approach," she said. "Incarceration really doesn't change anyone. We're doing a much better job of finding solutions beyond just putting people behind bars."

Ore said she decided to retire from the department because she was presented with an opportunity to continue doing "something valuable in a business I love" while being able to spend more time with her elderly mother.

She has been working for 10 years on a research project for the National Council on Crime and Delinquency that resulted in development of a new method of assessing offender needs and risks. Now the document is ready to be used and Ore will work on training correctional staffs around the country in its use.

She also plans to do more consulting and training work for the National Institute of Corrections and the Office of Juvenile Justice and Delinquency Prevention. She will continue to live in Helena with her husband of 37 years, Juris.

Ore looks back with satisfaction that she worked in a field that fit.

"God really sent me to corrections because that was where I was supposed to be," she said. "It's exciting and enticing to me. It's meaningful."



ABOVE: A computer room offers offenders an opportunity to learn useful skills.
RIGHT: The spacious, bright dayroom dominates the center of the treatment center.



Meth treatment center opens

Montana took a major step in combating the effects of methamphetamine when the first of two treatment centers for meth addicts opened in Boulder on April 10.

The Elkhorn Treatment Center, operated by Boyd Andrew Community Services, began operating the 40-bed facility for women under a contract with the state Department of Corrections. The 22,500-square-foot center is located near the campus of the Riverside Youth Correctional Facility.

The center will serve offenders convicted of a second or subsequent time of meth possession. They will spend nine months in intensive treatment at the center, followed by six months of after care in a pre-release center. Experts believe that is the amount of time necessary to break the addictive hold that meth exerts on users.

During an open house and ribbon-cutting ceremony at the center April 9, Michael Ruppert, chief executive officer for Boyd Andrew, gave credit to Corrections Director Mike



Left to right: Pam Bunke, administrator of the Adult Community Corrections Division; Mike Ruppert, chief executive officer of Boyd Andrew Community Services; and Corrections Director Mike Ferriter talk in the control room during an open house.

Ferriter, who headed the Adult Community Corrections Division until taking the top job last July.

"This place exists because of Ferriter," he said. "He had a vision of this being the future of corrections."

Ferriter said the Elkhorn center sends a clear message to those using meth. "Lots of offenders in our state know we care and we're going to give them the opportunity to change," he said.

He said the center is expected to maintain security and hold the offenders accountable. He acknowledged that the treatment will be costly in the short term,



The front entry divides two wings of the treatment center.

Study: Mental health courts can save money

Special courts that sentence people with mental illness who are convicted of misdemeanors and low-level felonies to treatment instead of jail have the potential to save taxpayers money, according to a RAND Corp. study conducted for the Council of State Governments Justice Center.

“Justice, Treatment, and Cost: An Evaluation of the Fiscal Impact of Allegheny County Mental Health Court,” was funded by the Pennsylvania Department of Public Welfare and the Staunton Farm Foundation. The study results issued in early March by RAND, a nonprofit research organization, are the first to assess the fiscal impact of a mental health court anywhere in the United States.



“This study examined the Allegheny County Mental Health Court in Pittsburgh, but the findings are likely applicable to many of the other approximately 120 mental health courts around the United States,” said M. Susan Ridgely, the lead researcher on the report and an attorney.

The goals of the mental health courts are to link individuals convicted of non-violent crimes to community-based treatment for mental illness, alcoholism and drug addiction when appropriate in order to reduce their jail time and to get them the help they need to reduce the chance they will commit new crimes.

“The RAND study confirms that mental health courts make good fiscal sense,” said Justice Center Charter Group Co-Chair and Texas Presiding Judge Sharon Keller. “By connecting people with mental illness who have committed low-level crimes with community-based treatment, we can make better use of our jails and tax dollars, increase public safety, and make our communities healthier.”

Mental health courts are specialized dockets that offer defendants with mental illnesses the opportunity to participate in court-supervised, community-based treatment in lieu of typical criminal sanctions. Because mental health courts

are relatively new – in 1997 there were only four such courts in the United States – there have been only a handful of studies that measure the performance of such courts, and no studies that assess their costs until now.

The RAND study indicated that participants in the Allegheny County Mental Health Court program received more mental health services and spent fewer days in jail than they might have if they had been sentenced in the criminal court, and fewer days in jail than they spent related to a prior arrest.

Researchers found that government costs to provide additional mental health services would be mostly offset by money government saved because participants under mental health court supervision spent less time in jail in the first year after sentencing.

Significantly, in the second year after sentencing the sustained decline in time that mental health court participants spent in jail in Allegheny County more than offset the costs to government of their continuing mental health treatment, the study concluded.

To determine the fiscal impact of the Allegheny County Mental Health Court, RAND researchers gathered information on treatment, criminal justice and entitlement program costs from six state and Allegheny County public agencies. These costs were compared with the costs government would have had to spend on these participants during a comparable period had they gone through the normal criminal court system, and with their costs before and after an arrest in the years prior to their entry into the mental health court.

Across the United States, people with mental illnesses are over-represented in prisons and jails. According to one Justice Department study, while approximately 5 percent of the U.S. population had a serious mental illness, approximately 16 percent of people in jails and prisons had a serious mental illness.

Center

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but a bargain in the long haul if it can help offenders from committing more crimes.

It’s expensive, but it’s important,” Ferriter said. “Recidivism in our state needs to improve. We need to turn the tide. Drugs wreck a lot of lives.”

He thanked the 2005 Legislature for approving the new program, singling

out Rep. Jim Peterson, R-Buffalo, who sponsored the legislation two years ago. He also thanked the city of Boulder for accepting the new center.

The facility has four wings. One is for staff offices, another has rooms for counseling and group therapy sessions and a computer room, and the other two contain residents’ rooms. The center includes a dental office, a testament to the way in which meth ravages users’ teeth.

All offenders at the center will wear electronic bracelets that allow staff to

constantly track their locations on a computer.

Officials have set a target of a 50 percent success rate in which offenders abstain from drugs for good once they leave. But Ruppert acknowledges he has hopes for a higher rate. The center employs 20 people and has an annual budget of \$1.85 million.

A second meth treatment center – capable of housing 80 male offenders – is expected to open in Lewistown by June 1.



GF prerelease dedicates expansion

The Great Falls Prerelease Center has cut the ribbon on its expanded operation that will house an additional 80 offenders. The April event marked the dedication of a 36,000-square-foot, \$5.7 million east campus building near the existing center.

The expansion opened for business in January, increasing the total population at the prerelease center to about 200 offenders. The new building actually has a capacity of 106, but only 80 of those will be beds will be filled for now.

Classrooms, counselors' offices and a dining hall also are included in the new structure.

With the enlarged operation, Great Falls Prerelease Services Inc. increased its staff from 55 to 70 employees. Its annual budget is \$4.7 million, including a payroll of about \$1.8 million, said Paul Cory, administrator of the transition center.

The facility is one of six in prerelease centers in the state – the others are in Billings, Bozeman, Butte, Helena and Missoula.

"These facilities are needed because they al-

low offenders to transition back into the community with the greatest chance of success to maintain treatment, gain employment and gain residency," Kerry Pribnow, prerelease contracts manager for the Department of Corrections, said during the dedication ceremony.

Pam Bunke, administrator of the department's Adult Community Corrections Division, cited the importance of prerelease centers and the long-time partnership between the agency and Great Falls Prerelease Services.

"They provide offenders with that vital stepping stone between incarceration and renewed lives in Montana communities," she said of the multi-city prerelease program. "No one has

helped fulfill that role in this state more than Great Falls Prerelease Services.

"For the past 23 years, this corporation has provided quality supervision, care and treatment for hundreds of offenders who have passed through the doors of its transition center," Bunke said. "Its 70 dedicated employees have made a difference in more lives than they will ever know, and they deserve the thanks of all Montanans for that achievement."

The Great Falls facility first opened its doors in 1984. In 1993, it expanded to more than double its capacity, and a women's program was added in 1996. The women's program expanded the following year and a wing was added to the men's facility in 1998.

The latest addition to the facility doubles the available space of the center. It houses 135 male offenders, 30 boot camp graduates in an after-care program and 34 women offenders.

The department has about 800 offenders in prerelease centers statewide.



Paul Cory, administrator of the Great Falls Prerelease Center, cuts the ribbon to formally dedicate an expansion of the facility.

Labor report looks at parolee employment

Montana employers, strapped for workers during a time of record low unemployment, can find help among offenders being supervised in the communities, a pair of reports by the state Department of Labor and Industry concludes.

"Whether an employer decides to hire an ex-offender because of the bottom line or for the social good, it could be one solution to filling a crucial need, both for businesses and for ex-offenders," said one of the reports published in December. "In this tight labor market, the businesses that succeed will be the ones that find creative ways to attract and retain workers."

A follow-up study in February found that fewer than one out of every five offenders released from Montana correctional facilities during a three-year period held jobs throughout 2005.

Officials in the Adult Community Corrections Division of the Department of Corrections said the employment rate among all offenders under supervision in communities – including those who have not served time in prison – probably is closer to 75 percent.

They agreed that, using either employment rate, the picture clearly shows that the offender population offers a valuable work force for employers.

The Labor Department report estimated that, on average, 1,597 offenders released in 2002-04 had a job in 2005. The accommodations and food service industries had the largest number of offender employees, followed by construction companies and "administrative and waste support" jobs.

The counties with the largest percentage of their total jobs held by offenders were Jefferson, Cascade, Petroleum, Silver Bow and Wheatland.

The report noted that the employment rate found in the study might be higher because the study was able to consider only those jobs covered by unemployment insurance and doesn't count those offenders who may be self-employed or working in agricultural jobs.

One of the reports noted that some employers like to hire offenders and consider it their "social responsibility," while others have concerns about liability and trust. Some fear the social stigma of hiring offenders will hurt their business, it said.

But the report also noted that employment plays a major role in reducing recidivism and helping offenders succeed in the community, where daily supervision costs are a fraction of what they are for offenders in prison.

Logging planned on prison ranch

Logging trucks will soon appear on roads around Montana State Prison.

Montana Correctional Enterprises (MCE) is working with the state Department of Natural Resources to oversee needed forest management on the prison ranch property. The logging is a proactive approach to dealing with insect-infected trees, reducing wildfire potential and promoting a management plan for a healthy forest.

Insect-damaged trees can be seen from the prison and are identifiable by the reddish-brown tint of the needles.

Once the tree shows this needle color change, it has only a few years to be harvested before losing all value for lumber. MCE plans to initiate a long-term forest management plan for all MCE timbered ranch land.

The first logging project was scheduled to begin in the Morrison Gulch area as soon as spring weather conditions permit. The project area is just south of the lower end of South America Park, which is above the power lines directly west of the Montana State Prison gun range and about four miles west of the prison.

The harvest is estimated at 300,000 board-feet and should take about two weeks to complete. Weather conditions may alter the length of the time needed for the project since logging will be postponed if muddy conditions could cause road or land damage.

Sun Mountain Logging was the successful bidder on the first timber sale. They will use existing roads so that construction of new roads and damage to the forest will be minimal. MCE urges all staff to be aware of the truck traffic and to drive defensively.

Loggers and truckers will enter at the checkpoint and travel up the road towards Conley Lake. From there, they will turn south at the gun range and proceed up the Morrison Gulch road.

Future logging projects are planned and interested staff may inquire about details as they become available at the MCE office. The next project will be in the Elk Ridge vicinity about five miles northwest of the prison, starting in late summer or early fall. The contract will prohibit logging activities during the fall big game hunting season.



Bourne takes reins of PREA program

Megan Bourne, who has been the Department of Corrections contract monitor at the Cascade County regional prison for 2½ years, is Montana's first state coordinator for implementation of the national Prison Rape Elimination Act (PREA).

She was hired for new job in mid-April from among five applicants.

PREA, enacted by Congress in 2003, is intended to protect inmates in all types of correctional facilities from sexual assault. It requires analysis of the incidence and effects of prison rape provides information, resources, recommendations and funding to protect individuals from prison rape.

The law also:

- Establishes a zero-tolerance standard for the incidence of prison rape in prisons in the United States
- Makes prevention of prison rape a top priority in each prison system
- Develops and implements national standards for the detection, prevention, reduction, and punishment of prison rape
- Increases the available data and information on the incidence of prison rape
- Standardizes definitions used for collecting data on the incidence of prison rape
- Increases accountability of prison officials who fail to



Bourne

detect, prevent, reduce and punish prison rape

- Protects the Eighth Amendment rights of inmates
- Increases the efficiency and effectiveness of federal expenditures through grant programs such as those dealing with health care, mental health care; disease prevention; crime prevention, investigation, and prosecution; and prison construction, maintenance, and operation.

The PREA coordinator will develop a comprehensive program for implementing the law, including methods for evaluating and reporting on the program's effectiveness.

Bourne, 28, was born and raised in Lewistown. She earned a bachelor's degree in criminal justice in 2001 from the University of Great Falls.

Report paints picture of DOC employees

The Department of Corrections ranks among the top state agencies in hiring minorities and disabled employees, according to a new report from the state Department of Administration.

As of the end of January 2007, the report showed, 3 percent of the 1,196 corrections employees were American Indian or other minorities and 1.4 percent had disabilities.

Of all 31 state agencies, the commissioner of higher education's office had the greatest representation of minorities with 11 on the staff of 103, or a 10.6 percent rate. Among the largest agencies, the Department of Public Health and Human Services had 5.8 percent minority rate for its 2,996 employees. About 3.8 percent of the Department of Transportation's workers were minorities.

The minority representation for all of state government was 1.9 percent.

The report shows that percentage of corrections employees with disabilities was slightly higher than the state government average of 1.2 percent. The state Department of Labor and Industry had the highest

percentage of disabled employees at 2.4 percent.

The average age of corrections employees is 44 years. Only two agencies – the Board of Public Education and the new state public defender's office – have a lower average age. The average for all of state government is 46 years, the report said. The legislative consumer counsel office has the eldest workers, with an average age of 54 years.

A separate report prepared by the corrections statistical staff shows that 44 percent of corrections employees are between the ages of 40 and 54.

The typical corrections employee had worked for state government for 10.2 years, the Department of Administration report said. Only 11 agencies had a shorter average length of service. The average for all state employees was 11.3 years in government service. The most veteran state workers were found in the consumer counsel office with an average of 21.3 years in government; the most novice employees were in the public defender's office with an average tenure of 3.1 years.

Tougher law for certain sex offenders

The 2007 Legislature passed a law toughening punishment for certain sex offenders by imposing a 25-year mandatory minimum prison sentence on those considered to be sexual predators of children. The maximum sentence is 100 years.

The legislation includes provisions creating a new treatment program for lower-risk sex offenders and allowing those who successfully complete the program to serve the remainder of their sentence on probation.

The sentencing portions of the law are patterned after a statute enacted in Florida following the 2005 abduction, sexual assault and murder of 9-year-old Jessica Lunsford. Forty-two states have some kind of "Jessica's laws."

Montana's law was a product of a subcommittee of the Senate Judiciary Committee and a joint House-Senate conference committee that met during the closing days of the legislative session.



Perry

Sen. Jesse Laslovich, an Anaconda Democrat and chairman of the conference committee, warned that passage of the new law will require lawmakers in this and future legislative sessions to adequately fund the higher cost incurred by the Department of Corrections when more sex offenders are imprisoned for longer periods.

"This should be a burden we are all willing to bear," he said. "It's a public safety issue. Because of this policy decision, we need to put our money where our mouth is."

Rep. John Sinrud, a Bozeman Republican and another member of the conference committee, called Senate Bill 547 "just a start" in the effort to protect Montana children from sexual predators. "It lays a good foundation," he added.

However, he said law enforcement needs more tools to successfully investigate cases of sexual attacks on children.

Sen. Gary Perry, R-Manhattan, was also on the committee that negotiated the final version of the bill and said he

considers the measure "something that the majority of Montanans will be happy with."

The mandatory minimum sentence of 25 years in the bill applies to offenders at least 18 years old who are convicted of rape, sexual abuse of children, incest or prostitution where the victim is younger than 13.

The bill gives judges the discretion to exempt from that mandatory sentence those offenders for whom treatment is considered beneficial for rehabilitation while still protecting society and victims. Rep. John Parker, a Great Falls Democrat and county prosecutor, said exceptions are needed so officials can obtain plea bargains in cases that are tough to prosecute because of sparse evidence or victims too scared to testify.

The conference committee removed sexual assault from the list of crimes subject to the mandatory minimum sentence, after members agreed that category of crime included too broad an array of offenses.

The bill authorizes the Corrections Department to contract with a private corporation to operate a sex offender treatment facility outside Montana State Prison. This would be for those offenders who pose the least risk to re-offend.

Those offenders sentenced to the 25-year minimum sentence cannot be eligible parole until after serving that term and completing both phases of sex offender treatment at the prison. The bill prohibits treatment from being provided to sex offenders sentenced to life in prison without possibility of parole.

Corrections officials estimate the new law will result in 316 additional inmates in prison after the first 10 years. The annual cost of incarcerating the additional inmates is expected to grow from about \$564,000 the first year to almost \$8.1 million in 2017.



Laslovich

Missoula woman honored for victims advocacy efforts

Montana Attorney General Mike McGrath honored outstanding crime victims advocate Leslie McClintock of Missoula in a ceremony at the Missoula City Council Chambers.

McClintock retired earlier this year after working for Missoula County for 25 years, including 16 supervising the Office of Planning and Grants' City/County Crime Victim Advocate Program. She worked on the Women's

Economic Justice Project, which provides economic opportunities to survivors of domestic violence, and she started the Healthy Indian Family Consortium.

McClintock's friends and colleagues called her an "incomparable supervisor who instilled a sense of confidence and leadership."

Dan Burden, who retired in April as superintendent of Treasure State Cor-

rectional Training Center in Deer Lodge, was among the award nominees.

"Dan is a victim advocate in an unusual but pure sense of the word," Sally Hilander, Department of Corrections victim information specialist, said in her nomination. As superintendent of the boot camp, "Dan has made restorative justice the cornerstone of adult felony offender programming."

Prison hit by power outage

Teamwork and cooperation were the bywords when a power outage struck correctional facilities in the Deer Lodge Valley in mid-April.

Electricity for Montana State Prison, Montana Correctional Enterprises (MCE) operations and Treasure State Correctional Center was lost about 5 a.m. on April 19 due to a transformer failure in a Deer Lodge substation operated by NorthWestern Energy. About 150 customers were affected in all.

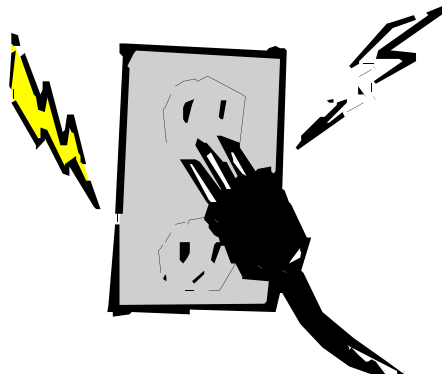
Initially, prison officials were told repairs may take 24 hours or longer. But the wait was much shorter than that.

The prison, which houses about 1,470 inmates, immediately switched to standby generator power. Eleven generators were used to provide electricity for essential services. Prison activities were limited to only essential operations such as food service, infirmary, food storage and security systems. Inmates were not allowed have visits or go to work assignments, school or the gym. Inmates were limited to their cells, meals in the dining halls and outside recreation.

Without inmate workers, the prison had to turn to staff. Employees assigned to non-correctional posts in MCE, education and treatment programs were shifted to food service to assist in meal preparation and cleanup.

Generator power supplied the food service, perimeter lighting, infirmary, housing units, warehouse and Treasure State boot camp. Industry operations, maintenance service, motor vehicle maintenance, lumber processing, cannery, tag plant and the dairy were shut down.

Prison administrative staff held a briefing at 2 p.m. to determine the plan of action for the rest of the day and until the power was fully restored. About that same time, officials learned that temporary limited power would be restored momentarily, but electrical consumption needed to be held to a



minimum until a new transformer could be installed.

Staff and inmates were notified that online power may not be restored until late Friday or Saturday. As a result, operations would continue to be limited to essential services. That meant limited inmate work assignments, school, gym, visiting or other activities for inmates on Friday and Saturday.

Inmates were informed of the situation by housing unit management teams and notices posted on bulletin boards in the units. They were told

following morning in order to serve prison needs and those of other customers such as Montana State Hospital.

But concerns grew for the dairy operation, after its more than 350 cows had missed two milkings due to the power loss. With only limited electricity available, officials were concerned about resumption of the milking operation. The dairy was waiting for a backup generator from Billings so milking could resume. The generator arrived about 6 p.m. and was connected. Milking resumed about 7:30 p.m.

NorthWestern Energy was able to install the new transformer at its substation and had full power restored to the prison, MCE operations, the boot camp and other customers by 5:30 a.m. Friday, about 24 hours after electricity was lost.

The prison resumed normal operations approximately 9 a.m., and inmate activities that had been canceled were resumed. The dairy returned to normal electrical power that evening.

“Inmates were cooperative with a minimum of complaints. This was a good test of our emergency preparedness system.”

Deputy Warden Ross Swanson

they would have dayroom, outside yard and go to the dining hall for meals. When power was fully restored, operations would go back to normal, staff and inmates were told.

Inmates assigned to food service and laundry would be allowed to go to work in limited numbers.

NorthWestern Energy was able to reroute electrical service and provide limited power about 2 p.m., although other customers in Deer Lodge remained without electrical service.

Prison officials decided the laundry would operate in the early hours of the

“Staff at the facility did a great job in handling the power outage and ensured the security of the facility was maintained,” said Deputy Warden Ross Swanson. “Inmates were cooperative with a minimum of complaints. This was a good test of our emergency preparedness system.”

“This power outage was one of the longest that the prison and MCE have experienced in the last 20 years,” he added. “NorthWestern Energy did a tremendous job responding to the situation and working with MSP to reroute temporary service.”

The Davenport View

Harassment comes in many forms

By Cynthia Davenport
Human Resource Manager, MSP

When my children were about ages 3, 5, and 7, we were sitting in the outside play area at a Burger King. The kids were having a grand time and were the only children in the vicinity.

A young couple came into the play area with a young boy. The couple was very attractive; their young son had a severe cleft palate. The young boy saw my kids having a wonderful time and ran to join them. He ran with such excitement, eager to have playmates with which to enjoy the beautiful day. The moment my kids saw the young boy's face, they left the play area and came and sat with my husband and me. The little boy was so dejected, it broke my heart.

It broke my heart in more ways than one because, you see, I have a cleft palate.

I was fortunate that my parents got me into the cleft palate clinic in Great Falls as a test patient. Twice a year I attended the clinic and saw a doctor, a dentist, a plastic surgeon and a psychologist on each visit. When I was 17 years old, I had plastic surgery. Although my face looks different now, I have not forgotten the rejection, teasing and tormenting I faced as a child. When my children rejected that young boy if felt like they were rejecting me.

Several months ago, it came to my attention that employees and inmates at Montana State Prison had been subjected to direct and anonymous harassment based upon race, color, national origin, age, physical or mental disability, marital status, religion, creed, sex, sexual orientation, or political beliefs.

As a result, Warden Mike Mahoney and Gayle Lambert, administrator of Montana Correctional Enterprises, issued a memorandum reminding employees that harassment towards someone based on these protections is against the law.

After the memo, an employee came to me and reported witnessing another employee reading the memo out loud in a sarcastic, demeaning tone. What blew me away about this report is that the employee who was making fun of the memo has filed a claim alleging a hostile working environ-

ment because people were teasing him about a female employee with whom he was spending time. It amazes me how we can justify harassment until it hits us personally.

Harassment is against the law when it is based upon any of the reasons I mentioned earlier. The Department of Corrections has a zero tolerance for harassment. Incivility in the workplace, not based on a person's protected class, may not be illegal, but it is no more acceptable. The department's code of ethics and guiding principles exhort us to treat each other with mutual respect and responsible communication.

It is very important to note that, while you may presume that you are engaged in acceptable banter such as jokes with racial or sexual undertones or use of derogatory terms to describe a person based on their race, sex or any protected status, such activity is considered damaging *regardless of the presumed mutual acceptance*.

Peer pressure often leads an individual to join in even though they are insulted or hurt. Consequently, any such behavior will be addressed by the department, regardless of its presumed acceptability. The target or victim

of such behavior does not need to complain for the employer to take action against the perpetrator of any kind of harassment.

When we got back into the car to leave the Burger King,

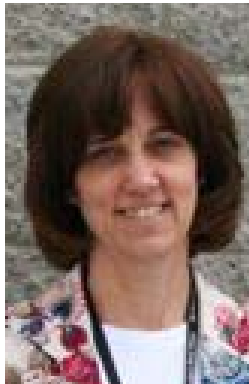
I talked to my kids about what I saw and how I felt. They felt very bad. They didn't want to hurt my feelings. I periodically remind them of the story when I feel they are judging others unfairly and they hate it because it makes them feel so bad.

Recently I was with my

middle son, James, and we ran into a young man with long hair and scraggly clothes. James greeted the young man as we walked by. I asked James in a degrading tone, "Who was that?"

My son responded, "Mom, he's a nice kid. You have taught me to not judge people. Don't judge this guy."

My kids have grown up and are now teaching me lessons. I know we can grow and change too. I am confident we can learn to respect one another and treat each other with the dignity we all deserve.



Davenport

"I am confident we can learn to respect one another and treat each other with the dignity we all deserve."

Victims conference, massacre coincide

By Sally K. Hilander
Victim Information
Specialist

Two Montana Department of Corrections staff members flying to Washington, D.C., for a crime victim services conference is not remarkable, but unforeseen events made the trip anything but routine for Les Snovelle, a computer systems analyst, and me.

The April 16 massacre of 32 students and teachers at Virginia Tech coincided with the opening of the SAVIN (Statewide Automated Victim Information and Notification) conference in Falls Church, Va.

The shooting left behind thousands of victims, including the family and friends of the young gunman who also killed himself. The ironic pairing of this tragedy with the SAVIN conference guaranteed that we will not forget why we work for crime victims.

An unexpected invitation to an awards ceremony on Capitol Hill continued to keep us focused on victims. Among those honored by the Congressional Victims' Rights Caucus was Yvette Cade, a young Maryland mother whose smile shines beyond the burn scars inflicted by a revengeful husband after she left their marriage to escape his abuse. He showed up at her workplace, doused her with gasoline and lit a match.



Cade (Congressman
Poe's Web site)

Cade earned the 2007 Eva Murillo Unsung Hero award because, when she is not undergoing more surgeries, she speaks out against domestic violence and urges people to leave abusive relationships. (Her Web site is

www.yvettecadefund.org.)

Surprises like the Virginia Tech tragedy and the awards invitation sometimes take precedence over the expected. Of course, we benefited from the SAVIN speakers and breakout sessions. We had a great time networking with colleagues from 44 other states. The April 20 National Office of Victims Assistance (NOVA) forum at the Museum of the American Indian was excellent.

However, Cade and the Virginia Tech victims will inspire my work in Montana long after conference materials and Smithsonian postcards end up in a pile in my office.

Column

FROM Page 7

and Lewistown, and the new Passages programs for women in Billings, as well.

While most of our dealings with the Legislature were positive, we did encounter some skepticism over the request for a \$28 million supplemental appropriation to fill a budget shortage in the current biennium.

Some legislators questioned reasons for some of the spending that contributed to the request, and we responded by providing detailed explanations. We outlined why the requests were necessary and met the definition of a supplemental request as they involved unforeseen and unanticipated circumstances that developed following the 2005 Legislature. About 91 cents out of every dollar in that request was a result of greater-than-budgeted offender population growth and inmate medical costs that had to be addressed outside the prisons. Both of these factors were beyond the

"The department should be proud. Lawmakers generally approve of what we're doing and why we're doing it."

department's ability to control.

We heard criticism about the other 9 percent of the spending that involved union raises, the purchase of new uniforms for some correctional officers and a study of prerelease centers. The message is clear that, during the coming biennium, we must watch our spending more carefully to ensure that it is above reproach.

The fact that some legislators were not satisfied indicates a certain lack of trust that we must work hard to overcome. When we say that we do not want to spend one dollar more than is necessary to fulfill our legal and moral obligations to offenders, legislators should understand that is exactly how we operate every day.

Overall, the department should be proud. Lawmakers generally approve of what we're doing and why we're doing it. They want to see results and they want to know how and why we spend the taxpayers' money.

As the special legislative session arrives, we will work hard to again explain and justify our budget request. But we won't forget that legislators and all Montanans have expectations of us and that we have to fulfill those expectations or risk losing credibility and trust.

New Employees

EDITOR'S NOTE: This list includes new hires from Feb. 17, 2007 through April 13, 2007, based on personnel records in the central office. If you notice any errors or omissions, please call the *Signpost* editor at (406) 444-0409, or e-mail him at banez@mt.gov.

Central Office

Joe Griesmer
Cindy Trimp

Montana State Prison

Gayla Anderson
Jack Armstrong
Robert Brown
Jeff Cease
Madelyn Dill
Dennis Doiron
Elizabeth Enix
Steven Funston
Farryl Hunt
Isaac Locke

Tami Molendyke
Barney Morse
Justin Pomeroy
Patrick Pomeroy
Scott Reeves
Jeryd Richman
Christopher Wells

Pine Hills


Willie Collins
Laurie Halfla
William Marsh
William McCoy

Probation and Parole

Jeffrey Kraft, Cut Bank
Kenny LaMere, Great Falls
Bradley Pinnick, Billings
Michael Schlattman

Riverside

Dixie LaMere



**Montana
Department of
Corrections
Mission**

The Montana Department of Corrections enhances public safety, promotes positive change in offender behavior, reintegrates offenders into the community and supports victims of crime.

Bourne

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Bourne began her corrections career in 1999 as a resident and shift supervisor at the Great Falls prerelease center. She then worked for the Department Homeland Security at the Great Falls airport and then was employed at the Crossroads Correctional Center in Shelby for six months.

She joined the department in September 2004 as contract monitor at the Great Falls regional prison. She also has been a National Institute of Corrections-certified member of the department's team that audits secure facilities and she helped teach a course on prison gangs at the Montana Law Enforcement Academy.

Bourne represented the department on the Great Falls Police Department's gang task force, was security-threat group (prison gang) coordinator at the regional prison and is a member of the Northwest Gang Investigators Association.

Bourne said she applied for the PREA coordinator's post because she is interested in the challenge of launching a new program.

She takes seriously her obligation to overseeing a program to protect inmates in vulnerable conditions.

"These offenders are placed in the custody of the department and we are required to care and supervise them, and ensure they are afforded their rights even though they are offenders," she said. "Their punishment is their sentence. Their sentence is not to receive inhumane treatment while they are incarcerated."

One of the biggest obstacles she expects to face is accurate reporting of sexual assault incidents.

"Breaking the inmate code (of silence) can be very difficult," she said. "They need an avenue to report these incidents without retribution from staff or inmates."

Bourne plans to continue living in Great Falls. She has a 6-year-old son, Alex, and plans to marry in September.

Next Signpost Deadline

<u>Deadline</u>	<u>Edition</u>
June 30.....	Summer

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